

BBC WORLD SERVICE JOB SPECIFICATION

Designation:	Broadcast Journalist (Video) BBC Afaan Oromo Service
Division:	BBC World Service
Reports to:	Editor, Afaan Oromo Service
Grade:	Local terms & condition
Location:	Nairobi
Working pattern:	Continuing Contract

Africa's media landscape is changing. It is one of the fastest developing news markets in the world with mobile technology transforming lives, internet connectivity increasing, the radio market remaining relatively strong and Television migrating from analogue to digital.

The BBC World Service remains the leading international broadcaster in Africa, reaching a weekly audience of more than 100 million across all platforms and Social Media.

Over the next four years, the BBC World Service will be expanding its multimedia operations in Africa by doubling the number of language services from 6 to 12.

Three of the new language services, Amharic, Afaan Oromo and Tigrinya will serve our audiences in Ethiopia and Eritrea. They will be based in Nairobi from where the BBC produces programmes for Kiswahili and Somali speaking audiences.

BBC Afaan Oromo aims to deliver our journalism in a lively and engaging fashion, with a focus on interactivity and the promotion of content on social media and social newsgathering form a large part of its activities across all platforms. It is via social media that BBC Afaan Oromo seeks to engage younger and digitally savvy audiences.

You're a creative and versatile journalist, with a strong understanding of what makes good digital video and how video is consumed on digital platforms. We're looking for a journalist who is passionate about digital video storytelling. As the digital landscape is changing you will need to be nimble with technology. You'll be leading the digital video effort and you need to be able to produce content that works for digital platforms.

You will need sound editorial judgment, a good understanding of Africa's news agenda, in particular the Horn of Africa region. You will have the ability to tell complex stories in an engaging way. You will need sharp editing skills and the ability to respond to breaking news. Candidates should enjoy working under pressure and must bring plenty of story and treatment ideas to the role.

MAIN DUTIES

- Working with other members of the Afaan Oromo and Horn of Africa teams, and the wider BBC Africa newsroom, to identify and produce creative and innovative video news content.

- To Re-version BBC material with a mobile audience in mind.
- Research, storyboard and produce stories.
- Create headlines and video teasers to promote our stories and reach as wide an audience as possible.
- Contribute ideas and angles to meetings on how to cover the main news of the day.
- To show visual creativity in the use of pictures and graphics to illustrate and explain fast-moving events and complex stories.
- Understand the video requirements of different social platforms.
- Work under pressure on breaking and developing stories.
- All staff may be required to work with or move to other teams, and to have the ability to work across a range of skills and in a flexible manner, and to carry out these responsibilities in accordance with the BBC's overall standards and values.
- The job holder will be expected to work and think collaboratively at all times - both within World Service and across the wider BBC.

SKILLS AND EXPERIENCE

- A full command and up to date knowledge of written and spoken Afaan Oromo
- Experience of video production, editing and storytelling.
- In depth understanding of digital and social platforms - the BBC's and others - and the different ways audiences are consuming news in Africa.
- Some experience of using video editing software similar to Q-edit or FCPX would be preferable.
- A good knowledge of English including complete comprehension of written and spoken English and the ability to communicate effectively.
- Wide and up to date familiarity with the Horn of Africa and East African affairs - an in-depth understanding of the history, politics, social issues and culture as well as the changing needs of the audience. An extensive knowledge of the media situation in the target area and the way it is developing.
- Knowledge of the BBC's Editorial Guidelines and commitment to the editorial aims of BBC News.
- Proven editorial judgment and flair, able to make sound decisions quickly.
- Strong knowledge of relevant legal and editorial policy issues.
- Ability to work well with other producers, reporters and teams.
- Must be able to work well and calmly in a live newsroom environment; handle a rapidly changing news agenda, and have the temperament to enjoy the process.
- Must be able to demonstrate a sense of visual awareness as well as technical aptitude.

COMPETENCIES

Decision Making

Is ready and able to take the initiative, originate action and be responsible for the consequences of the decisions made.

Imagination / Creative Thinking

Translates news and current affairs into high quality video content through a detailed understanding of the requirements of digital and social media and possession of the necessary writing, directing and reporting skills.

Planning and organizing

Is able to think ahead in order to establish an efficient and appropriate course of action for self and others. Prioritizes and plans activities taking into account all the relevant issues and factors such as deadlines, staffing and resources requirements.

Resilience

Can manage emotions in the face of pressure, setbacks or when dealing with provocative situations. Can demonstrate an approach to work that is characterized by commitment, motivation and energy.

Influencing and persuading

Ability to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behavior change.

Managing relationships and team working

Able to build and maintain effective working relationships with a range of people. Works cooperatively with others to be part of a team, as opposed to working separately or competitively.

Editorial Judgment

Makes the right editorial and policy decisions based upon a clear understanding of the BBC's distinctive news agenda.